

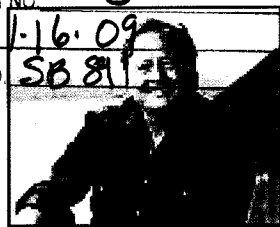
Economic Benefits Business Resources Division Programs

BUSINESS & LABOR

EXHIBIT NO. 3

DATE 1-16-09

BILL NO. 5081



Governor Brian Schweitzer
Montana on the Move

New Worker Training Grants (WTG)



- 2,351 trained workers
- \$99.7 million in wages
- \$4.1 million individual income taxes annually

December 2008

MONTANA
Department of Commerce
Anthony J. Preite, Director

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EXECUTIVE SUMMARY

The ***Primary Sector Business Workforce Training Grant*** (WTG) was passed during the 2005 legislative session. This new program provides state funds for workforce training.

Since the inception of the WTG program:

- \$8.2 million has been allocated to 20 companies resulting in \$227.0 million in projects
 - 2,351 WTG-eligible high paying jobs were created that earned \$99.7 million in wages and salaries and paid \$4.1 million in annual individual income taxes
 - 100% of the employees will receive health insurance benefits
-

To determine the benefit to Montana's economy of this program, the Department of Commerce used an economic model to analyze the impact of economic development activities.

The four impacts analyzed were:

- Employment – Number of jobs,
- Employment Compensation – Wages and salaries,
- Economic Output – Amount of goods and services produced, and
- Taxes – Individual income, corporate income, property and business equipment.

Some of the key findings of the report are:

- Ten of the 20 companies awarded WTG funds began operation in Montana in 2004 or later.
 - A total of 7,769 employees are supported by these projects who will earn \$222.6 million in wages and salaries thus paying \$9.2 million in individual income taxes.
 - For every Commerce dollar awarded, the companies provided \$20.41 in matching funds.
 - Nearly \$94.3 million is being spent on construction activities in the state, supporting 1,729 construction-related jobs. Wages and salaries paid is \$41.0 million while individual income taxes are \$1.7 million. In addition, seven new buildings were constructed, adding over \$54.0 million to the taxable base.
 - These companies spent more than \$83.2 million on equipment with \$22.8 million spent on Montana-made products and services.
 - Not only will the companies receive \$8.2 million in new worker training funds, these companies contributed another \$7.0 million to ensure their employees receive the latest training in their respective areas of expertise.
 - Nine of the 20 companies will be partnering with some of Montana's higher educational institutions to conduct the needed training and educational requirements of the net new jobs.
-

INTRODUCTION

Promoting statewide economic prosperity is the Department of Commerce's main mission. Through a variety of programs, the Department of Commerce aims to improve, enhance, and diversify Montana's economic and business climate. To accomplish this mission, a new workforce training program was created by the 2005 Legislature.

In 2005, the Montana Legislature funded the *Primary Sector Business Workforce Training Grant Act*, referred to as New Worker Training Grants (WTG) to encourage the creation of good-paying jobs in primary sector businesses. Funds are awarded to companies to train employees in newly created jobs (see sidebar for more information on the WTG Act).

The New Worker Training Act

The 59th Montana Legislature passed House Bill 270 (HB 270), a new worker training act created to provide funding to meet the training needs of employees working in expanding primary sector industries in Montana. HB 270 was signed into law on April 28, 2005 with \$1.4 million of annual funding available for state fiscal years 2006 and 2007. The 60th Montana Legislature passed House Bill 2 (HB 2) which increased annual program funds to \$3.9 million for state fiscal years 2008 and 2009.

Between July 1, 2006 and October 31, 2008 the WTG program:

- \$8.2 million has been allocated to 20 companies resulting in \$227.0 million in projects
 - 2,351 WTG-eligible high paying jobs were created that earned \$99.7 million in wages and salaries and paid \$4.1 million in annual individual income taxes
 - 100% of the employees will receive health insurance benefits
-

This report sets out to quantify the impacts of these training funds on the economy of Montana by using an economic model called IMPLAN¹. The types of impacts produced by the model are:

- Employment – Number of jobs,
- Employment Compensation – Wages and salaries,
- Economic Output – Amount of goods and services produced², and
- Taxes – Individual income, corporate income, property and business equipment.

These impacts are direct³, indirect⁴, or induced⁵. The indirect and induced impacts are commonly referred to as the ripple or multiplier effect. Total impacts then are the summation of all impacts.

This report will initially describe the WTG program in more detail. The economic impacts of the WTG funding on Montana's economy will be described in the second section. All activities and impacts will be summarized in the last section of this report.

1. IMPLAN is an input-output model developed by the Minnesota IMPLAN company. See www.implan.com

2. Economic output is another name for Gross Domestic Product, which is a measurement of the production of goods and services in an economy.

3. The number of new employees plus the amount of money spent on construction, equipment, and training are the direct impacts.

4. Indirect effects represent business-to-business purchases, such as the use of colleges and universities for training the employees.

5. Induced impacts are generated when the direct and indirect employees spend their wages on goods and services in the state.

WORKFORCE TRAINING GRANT (WTG) PROGRAM

Trained workers are an important component of business success. In 2005, the Legislature took this to heart and began funding training for employees in newly created full-time jobs in an eligible business.

Up to October 31, 2008, twenty separate businesses have received training funds for 22⁶ projects. Nearly \$227.0 million in projects are underway in the state using WTG training funds with the companies providing \$216.4 million in matching funds. Over \$8.2 million has been awarded to train 2,351 employees in net new jobs. An additional 91 employees were hired in order for one business to begin operations, therefore, a total of 2,442 jobs were created by the WTG awardees.

Six of the 20 companies received funding from other Montana Department of Commerce programs. Four companies received monies from the Big Sky Trust Fund (BSTF), one company received funding from the Community Development Block Grant – Economic Development (CDBG-ED) program and one company received funding from both BSTF and CDBG-ED. Therefore, for every Commerce dollar awarded, the companies provided \$20.41 in matching funds.

Manufacturing, mining, information technology, health care, professional business services and transportation businesses, to name a few, have either moved into the Big Sky state or Montana-based businesses have expanded their workforces. Half of these businesses have been in operation in Montana only since 2004 or later. However, home grown companies have also received WTG funding. Watkins Shepard Trucking, Inc. was formed in 1974 with headquarters in Missoula and Helena.

Being a large company is not a requirement of WTG. Hobson Insurance in Judith Basin County only employed eight people before applying for training funds. There are businesses, though, that have tens of thousands employees world wide, such as TeleTech Holdings in Flathead County and General Electric in Yellowstone County.

Through the WTG program, up to \$5,000 per newly created job can be used for education or skills-based training (see next page for grant guidelines). All training programs must be approved by the Montana Department of Labor and Industry. Many of Montana's higher educational institutions have entered into agreements or created new programs to supply the needed education and training. For example, the St. Vincent Healthcare Foundation in Billings is partners with MSU – Billings, Miles Community College, Montana Tech and MSU – Billings College of Technology, to build a qualified workforce in the health care industry. Table 1 lists all the educational institution partners.

Table 1. Institutions of Higher Education		
County	City	Institution
Cascade	Great Falls	MSU - Great Falls College of Technology
Custer	Miles City	Miles Community College
Flathead	Kalispell	Flathead Valley Community College
Gallatin	Bozeman	Montana State University
Lewis & Clark	Helena	UM - Helena College of Technology
Missoula	Missoula	University of Montana
Silver Bow	Butte	Montana Tech
Yellowstone	Billings	MSU - Billings College of Technology
Yellowstone	Billings	MSU Billings – main campus

⁶ Two companies received two awards each.

New Worker Training Grants Guidelines

Definition of New Jobs

New jobs do not include (a) jobs for recalled employees, (b) replacement employees, (c) jobs created by an employer as the result of an acquisition of a Montana company if those jobs previously existed in the state of Montana or (d) other jobs that previously existed within the employment of the employer in the state. These new jobs are then 'net new' jobs (MCA 39-11-103).

Match Requirements

To be eligible for a grant, an applicant shall provide a match of at least \$1.00 for every \$3.00 requested (MCA 39-11-202).

Eligible Training Costs

The grant award may only be used for direct costs associated with education or skills-based training for the newly created jobs. All necessary and incidental costs of providing workforce training and education directed to the new jobs are eligible for a grant. This includes all direct training costs, such as (MCA 39-11-103):

- program promotion;
- instructor wages, per diem, and travel;
- curriculum development and training materials;
- lease of training equipment and training space;
- miscellaneous direct training costs (such as employee training-related travel) and administrative costs;
- assessment and testing;
- in-house or on-the-job training; and
- subcontract services with eligible training providers.

Membership of Grant Review Committee

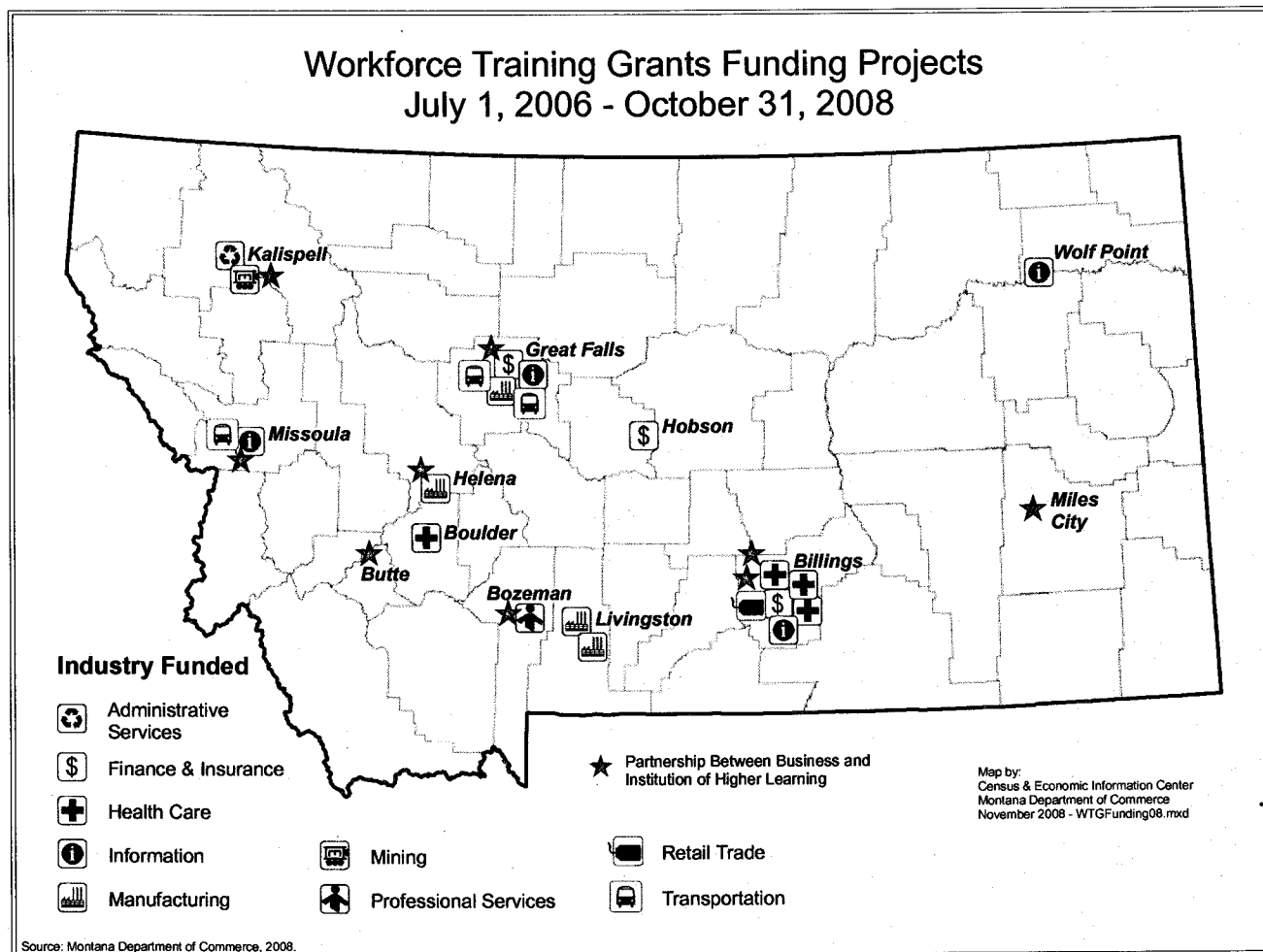
A Grant Review Committee decides which companies will be awarded WTG funds and how much. The seven-member committee is composed of:

1. Two representatives from the private sector representing economic development, appointed by the governor;
2. Two representatives from the commercial banking community, one appointed by the president of the senate and one appointed by the speaker of the house, one of who serves on a local workforce investment board;
3. One representative from a 2-year post secondary institution, appointed by the governor;
4. One representative from the Department of Commerce, appointed by the governor; and
5. One representative from the Department of Labor and Industry, appointed by the governor. (MCA 39-11-201).

For more information on the WTG program, see www.mtfinanceonline.com/WorkForceGrnts.asp

Map 1 shows the locations of all WTG business and their respective industries.

Map 1. Location and Industry Type of Workforce Training Grant Projects



Source: WTG

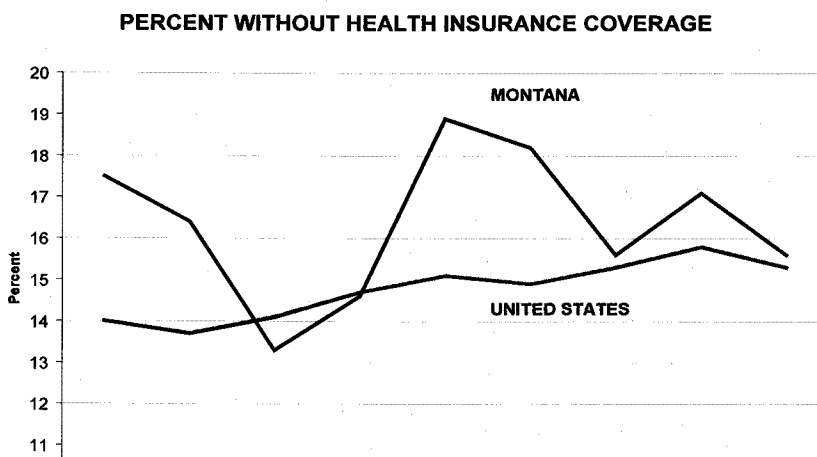
Montana workers are learning new skills and obtaining higher education certifications and degrees through the WTG program. Montanans are being trained as scientific lab technicians, nurses, mechanics, technical service representatives, truck drivers and claims analysts. All wages for these newly trained workers must be above the average for the county the business is located in or the state average. A table with 2007 average wage by county appears in the Appendix. On average, these newly trained workers will receive \$42,410 per year or \$20.39 per hour well above the state average of \$15.50 per hour.

Not only are Montana workers being trained for higher paying jobs, they are receiving benefits such as health insurance. In 2007, 15.6% of all Montanans were without health insurance, a total of 146,000 individuals⁷.

⁷ U.S. Census Bureau, Income, Poverty, and Health Insurance Coverage in the United States: 2008

Montana continues to have higher uninsured rates than the nation as Chart 1 illustrates.

Chart 1. Montana and United States Health Care Uninsured Rates



Source: U.S. Census Bureau, Current Population Survey, Annual Social and Economic Supplements.
Montana and United States Health Care Uninsured Rates

All 2,351 WTG-trained workers will be covered by medical insurance. Conceivably, nearly 6,000⁸ individuals will now have health insurance, reducing the uninsured rate to 14.9%. With additional income and health insurance, these workers and their families can enjoy a higher quality of life. For example, in a report from Families USA, it is estimated that 2 working-age Montanans die each week due to a lack of health insurance⁹.

Workers are learning new skills including business-based computer systems such as billing, databases, graphics and basic office software programs like Word and Excel. So-called soft skills are also taught: effective communication, coaching, problem solving, team building and negotiation. Other skills include inspecting and maintaining complex machinery, trouble shooting satellite receivers, soldering, base transceiver station maintenance, scientific measuring, heavy equipment operation and lithography.

Training spans from a minimum of eleven days to two years. Many of the businesses have developed their own training curriculum, approved by the Montana Department of Labor and Industry. They include in-house training sites, trainers and on-line courses. Others, as mentioned previously, are partnering with Montana's higher education institutions, or attending specialized training such as Certified Insurance Service Representative courses. Lastly, to stay current in their specialty, some employees are required to take at least 40 hours of training every year.

By statute, the New Worker Training Grant program is required to:

- train Montana workers in new skills;
- create new jobs;
- provide new wages;
- generate new state tax revenue; and
- leverage new funds.

Based on the funds committed to date, the statutory \$5,000 per employee would train 1,646 workers. The proposals funded to date project 2,442 new jobs will be created and 2,351 workers will be trained.

⁸ Calculation was done by Census and Economic Information Center staff using average household size and the number of workers per household.

⁹ Families USA, "Dying for Coverage," <http://www.familiesusa.org/>

ECONOMIC BENEFITS

New worker training grants were used in conjunction with other spending by the awardees. This section details the spending on construction, equipment purchases, training, and hiring of new employees and what the impacts have been on Montana's economy in terms of employment, compensation and individual income taxes.

Construction

Eleven of the 20 businesses receiving WTG funding performed some type of construction activity. Seven companies constructed new buildings which added \$54.0 million to the respective county's tax base with potentially \$978,000 in property tax collections. Other companies renovated or added on to existing buildings. Some of the new buildings required infrastructure improvements, such as extension of water and sewer lines while three businesses purchased land to build their buildings. In total, over \$123.0 million of construction related activities were undertaken by the WTG awardees. However some of the activity was performed by crews from out of state or used materials not produced in the state. Of that total, \$94.3 million of construction activity was performed in the state between July 1, 2006 and October 31, 2008. The total impact of the construction is found in Table 2.

Table 2. Economic Impacts of Construction Activity

Employment	1,729
Compensation	\$41.0 million
Individual Income Taxes	\$1.7 million
Source: IMPLAN	

The types of jobs supported by these construction activities are, of course, various construction workers. In addition, architectural, engineering, real estate, and legal professionals saw increased employment. With the wages the construction workers earned, they bought food at a grocery store or ate out at a local restaurant; either bought a new car or had their old ones repaired; went skiing or played golf; and visited the doctor. As Table 3 shows, every industry had employment that supported these construction activities and employee spending.

Table 3. Number of Jobs Supported by Construction

Industry	*Direct	**Other	New Total
Agriculture	0	4	4
Mining	0	1	1
Utilities	0	2	2
Construction	1,153	4	1,157
Manufacturing	0	20	20
Wholesale Trade	0	14	14
Transportation	0	18	18
Retail Trade	0	125	125
Information	0	7	7
Finance & Insurance	0	18	18
Real Estate	12	15	27
Professional Services	74	82	156
Management of Companies	0	1	1
Administrative Services	0	34	34
Education	0	5	5

Health Care	0	47	47
Arts, Recreation, Entertainment	0	11	11
Accommodations & Food Services	0	41	41
Other Services	0	35	35
Public Administration	0	3	3
Total	1,239	490	1,729
May not add due to rounding			
Source: IMPLAN			
*Direct employees are the actual workers hired to complete the construction activities.			
** Other employees include indirect and induced employees. Indirect employees represent business-to-business purchases, such as sand, gravel and cement use by the construction company while the building is under construction. Induced employment results from direct employees spending their wages on purchases.			

Equipment

Along with construction, most of the companies purchased equipment, either for their business activities, staff, or training. Nearly \$83.2 million were spent by 16 of the 20 businesses. Dump trucks to office computers were purchased by these businesses. Montana's manufacturing base is relatively small therefore most of the equipment purchased by these companies was from out-of-state. Consequently, the impacts of these purchases are smaller than the construction which used mainly Montana workers and some Montana products and services such as construction stone and gravel, wood products and architectural and engineering services. In total, \$22.8 million were spent on products and services originating in the state.

In total, 395 Montana workers were supported by these equipment purchases. They earned over \$11.3 million in compensation and paid over an estimated \$470,000 in individual income taxes. Many of the businesses purchased office furniture, computer hardware and software, and office supplies from local vendors, keeping the money local.

When new equipment is purchased, companies must pay business equipment taxes. These 16 companies paid nearly \$1.9 million in new business equipment taxes.

Training

The New Worker Training program has under contract \$8,228,538 to 20 companies in Montana for training employees in newly created jobs. A potential 2,351 workers will be trained with this money. Realizing that training their employees is important to their business success, many of the companies provided additional funds. These 20 companies provided an additional \$7.0 million in training monies. In total, \$15.2 million is allocated for the training. Table 4 shows that the training monies support an additional 522 jobs.

Table 4. Economic Impacts of Training Activity	
Employment	522
Compensation	\$6.3 million
Individual Income Taxes	\$260,000
Source: IMPLAN	

As mentioned previously, several of the companies are working with colleges and universities in the state to provide training. Many of the companies like PrintingforLess.com, Watkins Shepard and BioScience Laboratories have created their own training curriculum and have their own trainers. Companies like General Electric have internationally renowned training facilities.

Administrative and Professional Services

While the WTG program does not provide administrative funds, other Commerce programs do. To portray the complete picture of all the expenditures by the department and companies, the administrative and other professional services expenditures are included in the WTG analysis.

Programs such as the BSTF and the CDBG-ED allocate part of the funds awarded for administrative purposes such as monitoring the companies' hiring and training plans. Slightly more than \$1.7 million in funds were distributed to local governments and local economic development organizations. These funds supported 32 jobs with total wages of \$770,000 and individual income taxes of \$32,000.

New Employees

The 2,351 WTG-eligible new jobs created by the 20 companies plus the additional 91 workers support 1,987 workers. As businesses hire more employees, additional expenses are incurred. For instance, more electricity is used; more janitorial services are needed; additional legal, financial and computer services are required; even government activities increase. Table 5 depicts the number of direct employees plus the number of indirect and induced (called Other) employees supported by the creation of new jobs. As can be seen in Table 5, all the industries in the state realized some employment impact from WTG funding.

Table 5. Employment Supported by New Employees			
Industry	Direct	Other	Total
Agriculture	0	10	10
Mining	58	5	63
Utilities	0	11	11
Construction	0	50	50
Manufacturing	261	47	308
Wholesale Trade	0	55	55
Transportation	235	115	350
Retail Trade	102	149	251
Information	1,159	230	1389
Finance & Insurance	300	87	387
Real Estate	5	75	80
Professional Services	10	360	370
Management of Companies	0	9	9
Administrative Services	80	172	252
Education	0	19	19
Health Care	232	143	375
Arts, Recreation, Entertainment	0	50	50
Accommodations & Food Services	0	189	189
Other Services	0	185	185
Public Administration	0	26	26
Total	2,442	1,987	4,431
Source: IMPLAN			
May not add due to rounding.			

These 4,431 employees were paid over \$149.0 million in wages and salaries adding \$6.2 million in individual income taxes to the state's coffers.

New Employee Spending

To capture the induced effect of the spending by the new employees, their wages were analyzed separately¹⁰. Disposable income for the 2,442 employees equaled \$68.5 million. This induced spending supported 660 jobs. These workers earned \$14.2 million in wages and salaries and paid \$580,000 in individual income taxes.

As can be seen in Table 6, the largest number of employees is in the Health Care Services industry. Now that these employees have health insurance, most of their medical bills are paid by the insurance provider instead of the employee. This gives these employees more disposable income to buy other products and services, such as furniture, cars, home and garden supplies, and even to go to a restaurant.

Table 6. Employment Supported by Spending			
Industry	Direct	Other	Total
Agriculture	2	7	9
Mining	0	1	1
Utilities	3	1	4
Construction	0	4	4
Manufacturing	6	4	10
Wholesale Trade	13	5	18
Transportation	8	9	17
Retail Trade	108	21	129
Information	4	5	9
Finance & Insurance	20	13	33
Real Estate	13	10	23
Professional Services	10	16	25
Management of Companies	0	1	1
Administrative Services	2	17	19
Education	10	2	12
Health Care	120	16	136
Arts, Recreation, Entertainment	19	7	26
Accommodations & Food Services	89	18	107
Other Services	56	14	70
Public Administration	5	2	7
Total	488	173	660
Source: IMPLAN May not add due to rounding.			

¹⁰ On average, workers pay 30% of their income in taxes. The amount leftover is called disposable income.

SUMMARY

Table 7 depicts all the activity and impacts for the WTG program from July 1, 2006 to October 31, 2008. The \$8,228,538 million spent on training 2,351 workers leveraged \$216.7 million in project spending.

Once the construction, training and purchase expenditures are completed, \$6.8 million in income taxes will be deposited annually in the State's coffers. Table 7 summarizes all the activities and impacts created by the spending of \$227 million in project activities.

Table 7. Summary of Impacts						
Activity	Total Amount	In Montana	Employees	Wages	Output	Income Taxes
Construction	\$123,000,000	\$94,300,000	1,729	\$41,000,000	\$137,500,000	\$1,700,000
Equipment	\$83,200,000	\$22,800,000	395	\$11,300,000	\$31,400,000	\$470,000
Training	\$15,200,000	\$14,100,000	522	\$6,300,000	\$19,900,000	\$260,000
Administrative	\$1,720,000	\$1,500,000	32	\$770,000	\$2,200,000	\$32,000
New Employees	2,442	2,442	4,431	\$149,000,000	\$686,300,000	\$6,200,000
Wages	\$99,700,000	\$99,700,000	660	\$14,200,000	\$85,000,000	\$580,000
Total	NA	NA	7,769	222,570,000	962,300,000	9,242,000
Source: IMPLAN						
Dollar figures are rounded to the nearest \$10,000						

Analysis Methodology

For purposes of this report, all grant monies were expended in the first year along with all the various activities funds. Income tax receipts for construction activities only occur in the first year. The tax receipts for the operational phase of the businesses occur in the first year and all succeeding years.

Not only will the employees pay individual income taxes, the companies will pay various taxes. An estimated \$940,000 will be paid in corporate income taxes. Local entities will receive \$3.7 million in a combination of property taxes, business equipment taxes, and leases.

Table 8 shows that by combining these amounts, the \$10.5 million in awards and loss of interest¹¹ generates \$2.5 million in one time income tax collections and \$11.4 million in ongoing and continuous state and local tax revenues, thereby paying for the allocations in a year.

Table 8. Payback Schedule	
Commerce Funds Awarded	
Category	Amount
Workforce Training Grant	\$8,228,538
Big Sky Trust Fund	\$1,600,000
Community Development Block Grant - Economic Development	\$700,000
Interest Differential	(\$73,400)
Total	\$10,455,138
Project expenditures	
One Time Activities	
	Income Taxes
Construction	\$1,700,000
Equipment	\$470,000
Training	\$260,000
Admin/Professional	\$32,000
Total	\$2,462,000
Operations	
Income Taxes	\$6,780,000
Corporate Taxes	\$940,000
Local Taxes	\$3,700,000
Total	\$11,420,000
Total	\$13,120,000

¹¹ The cost to the State is the difference between what would have been earned if funds stayed invested and what is being earned from the repayment of the loans.

Appendix

AVERAGE WAGE PER COUNTY.....	16
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**MONTANA DEPARTMENT OF COMMERCE
BUSINESS RESOURCES DIVISION
BIG SKY ECONOMIC DEVELOPMENT TRUST FUND
WORKFORCE TRAINING GRANT PROGRAM
WORKFORCE INVESTMENT ACT GRANT PROGRAM**

WEEKLY WAGE SHEET: EFFECTIVE SEPTEMBER 1, 2008

**Montana Average Wage by County
2007 Annual Average: All Industries**

County	Annual Wage	Weekly Wage	Hourly Wage
BEAVERHEAD COUNTY	\$ 28,340	\$ 545	\$ 13.63
BIG HORN COUNTY	\$ 32,136	\$ 618	\$ 15.45
BLAINE COUNTY	\$ 30,160	\$ 580	\$ 14.50
BROADWATER COUNTY	\$ 28,652	\$ 551	\$ 13.78
CARBON COUNTY	\$ 24,648	\$ 474	\$ 11.85
CARTER COUNTY	\$ 20,540	\$ 395	\$ 9.88
CASCADE COUNTY	\$ 30,992	\$ 596	\$ 14.90
CHOUTEAU COUNTY	\$ 23,140	\$ 445	\$ 11.13
CUSTER COUNTY	\$ 27,404	\$ 527	\$ 13.18
DANIELS COUNTY	\$ 27,092	\$ 521	\$ 13.03
DAWSON COUNTY	\$ 28,080	\$ 540	\$ 13.50
DEER LODGE COUNTY	\$ 24,700	\$ 475	\$ 11.88
FALLON COUNTY	\$ 39,780	\$ 765	\$ 19.13
FERGUS COUNTY	\$ 27,872	\$ 536	\$ 13.40
FLATHEAD COUNTY	\$ 31,356	\$ 603	\$ 15.08
GALLATIN COUNTY	\$ 32,500	\$ 625	\$ 15.63
GARFIELD COUNTY	\$ 18,408	\$ 354	\$ 8.85
GLACIER COUNTY	\$ 30,056	\$ 578	\$ 14.45
GOLDEN VALLEY COUNTY	\$ 23,920	\$ 460	\$ 11.50
GRANITE COUNTY	\$ 23,400	\$ 450	\$ 11.25
HILL COUNTY	\$ 27,924	\$ 537	\$ 13.43
JEFFERSON COUNTY	\$ 29,952	\$ 576	\$ 14.40
JUDITH BASIN COUNTY	\$ 22,360	\$ 430	\$ 10.75
LAKE COUNTY	\$ 28,028	\$ 539	\$ 13.48
LEWIS AND CLARK COUNTY	\$ 35,360	\$ 680	\$ 17.00
LIBERTY COUNTY	\$ 28,392	\$ 546	\$ 13.65
LINCOLN COUNTY	\$ 28,184	\$ 542	\$ 13.55
MADISON COUNTY	\$ 25,688	\$ 494	\$ 12.35
MCCONE COUNTY	\$ 27,508	\$ 529	\$ 13.23
MEAGHER COUNTY	\$ 22,152	\$ 426	\$ 10.65
MINERAL COUNTY	\$ 23,452	\$ 451	\$ 11.28
MISSOULA COUNTY	\$ 32,240	\$ 620	\$ 15.50
MUSSELSHELL COUNTY	\$ 24,752	\$ 476	\$ 11.90
PARK COUNTY	\$ 26,416	\$ 508	\$ 12.70
PETROLEUM COUNTY	\$ 17,992	\$ 346	\$ 8.65
PHILLIPS COUNTY	\$ 25,740	\$ 495	\$ 12.38
PONDERA COUNTY	\$ 27,404	\$ 527	\$ 13.18
POWDER RIVER COUNTY	\$ 21,528	\$ 414	\$ 10.35
POWELL COUNTY	\$ 30,316	\$ 583	\$ 14.58
PRAIRIE COUNTY	\$ 25,688	\$ 494	\$ 12.35
RAVALLI COUNTY	\$ 28,236	\$ 543	\$ 13.58
RICHLAND COUNTY	\$ 34,268	\$ 659	\$ 16.48
ROOSEVELT COUNTY	\$ 27,144	\$ 522	\$ 13.05
ROSEBUD COUNTY	\$ 39,156	\$ 753	\$ 18.83
SANDERS COUNTY	\$ 24,492	\$ 471	\$ 11.78
SHERIDAN COUNTY	\$ 23,556	\$ 453	\$ 11.33
SILVER BOW COUNTY	\$ 33,436	\$ 643	\$ 16.08
STILLWATER COUNTY	\$ 41,392	\$ 796	\$ 19.90
SWEET GRASS COUNTY	\$ 42,744	\$ 822	\$ 20.55
TETON COUNTY	\$ 26,572	\$ 511	\$ 12.78
TOOLE COUNTY	\$ 30,212	\$ 581	\$ 14.53
TREASURE COUNTY	\$ 21,892	\$ 421	\$ 10.53
VALLEY COUNTY	\$ 26,156	\$ 503	\$ 12.58
WHEATLAND COUNTY	\$ 21,996	\$ 423	\$ 10.58
WIBAUX COUNTY	\$ 24,492	\$ 471	\$ 11.78
YELLOWSTONE COUNTY	\$ 35,724	\$ 687	\$ 17.18
STATE AVERAGE	\$ 32,240	\$ 620	\$ 15.50
WIA (110% of STATE AVG)	\$ 35,464	\$ 682	\$ 17.05